



## ALASKA NATIVE TRIBAL HEALTH CONSORTIUM

Office of Human Resources  
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REGISTERED NURSE SPECIALIST	
	Job Code: 0000
Department: Critical Care Services	ICPA: Covered
Division: ANMC	Last Updated: January 30, 2006
FLSA [ ] Exempt [ X ] Non Exempt	Approved Date: May 31, 2005

**JOB DEFINITION:** Provides advanced professional nursing services in one of the specialty areas to accomplish the individual patient plan of care; independently and consistently using the nursing process to safely, therapeutically, and efficiently care for a full assignment of patients with subtle and sometimes unidentified needs. Supports the operations of the Alaska Native Medical Center and programs.

**ESSENTIAL FUNCTIONS:** The functions of the Registered Nurse Specialist are to independently and consistently, using advanced nursing knowledge, collect patient health data, analyze the data to determine diagnoses, identify expected outcomes individualized to the patient, develop a plan of care that prescribes interventions to attain the expected outcomes, implement the interventions identified in the plan of care, and evaluate the patient's progress toward attainment of the outcomes, working collaboratively with the healthcare team in a specialty area.

**REPRESENTATIVE DUTIES:** *The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification. Shown are duties intended to provide a representative summary of the major duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- The Registered Nurse (RN) actively participates in the systematic evaluation of the quality and effectiveness of nursing practice, researching and spearheading quality of care activities to initiate positive changes in nursing practice.
- The RN evaluates one's own nursing practice in relation to professional practice standards and relevant statutes and regulations, identifying short and long term professional goals.
- Utilizes the ANA Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as the foundation for nursing practice.
- The RN interacts with and contributes to the professional development of peers and others practicing in a Shared Governance model of nursing practice. Acts as a consultant to coworkers and managers regarding patient care and workflow in area of service.
- The RN's decisions and actions on behalf of patients are determined in an ethical manner, and care is delivered in a nonjudgmental and nondiscriminatory manner that is sensitive to patient diversity preserving patient autonomy, dignity, and rights.
- The RN collaborates with the patient, family, and other health care providers in the formation of overall goals and the plan of care, as well as in decisions related to care and the delivery of services.
- The RN considers factors related to safety, effectiveness, evidence based-practice, and cost in planning & delivering patient care, and assists the patient and family in identifying and securing appropriate and available services to address health-related needs.
- The RN delivers timely and effective nursing care according to established standards including physical, social and emotional care. Has the flexibility to adapt to new and changing situations.
- Performs complex nursing assessments, interventions, and evaluations.
- The RN directs the day to day activities of LPNs, PSAs, MCs and Patient Observers.
- The RN is active in the role as preceptor and/or mentor for colleagues.
- Performs other duties as assigned or required.

# REGISTERED NURSE SPECIALIST

Job Code: 0000

## KNOWLEDGE and SKILLS:

- Knowledge of nursing science, principles, techniques, and procedures for the care of patients.
- Knowledge of healthcare terminology, anatomy, physiology and concepts of disease.
- Knowledge and ability to utilize evidence based practice to develop the plan of care and interventions.
- Knowledge of the hospital environment and how the services and functions interact.
- Knowledge of Alaskan culture.
- Knowledge of nursing theorists and ability to provide theory based care for patients.
- Knowledge of shared governance environment with shared-decision making.
- Skill in critical thinking to provide effective and compassionate nursing care, assessing patient situations and taking effective courses of action.
- Skill in providing cardiopulmonary resuscitation.
- Skill in providing effective nursing services, assessing patient situations and taking effective courses of action.
- Skill in assessing and prioritizing multiple requests by patients, families, and team members.
- Skill in evaluating complex health problems, and making recommendations based on observations.
- Skill in operating a personal computer utilizing a variety of software applications.

## MINIMUM QUALIFICATIONS:

- Current registered nurse license in the State of Alaska
- Has participated in 30 hours every 2 years continuing education in nursing in general, 16 of which are in the specific area of practice.
- Basic Life Support (BLS)
- A Bachelor's Degree in Nursing is preferred.
- National certification in specialty area of practice or five (5) years of clinical experience in area of practice.
- Additional certifications required by specialty area (i.e. ACLS, PALS, TNCC)

**ADDITIONAL REQUIREMENTS:** Must be licensed as a Registered Nurse by the State of Alaska, and remain active with all annual licensing requirements. Depending on the needs of the organization, some incumbents in this job class may be required to obtain additional certifications or training in one or more specialty areas. Work involves the potential for exposure to infectious diseases. Some non-standard work hours are required.

## MINIMUM PHYSICAL REQUIREMENTS:

☒ Standing      ☒ Repetitive movements  
☒ Sitting      ☒ Bending/squatting  
☒ Walking      ☐ Driving

### Weight lifting:

☐ up to 10 lbs      ☐ up to 25 lbs  
☒ up to 50 lbs      ☐ up to or > 100 lbs.

## AGE SPECIFIC REQUIREMENTS:

Provides care to the following age groups:

☐ newborn (0-28 days)      ☐ infant (29 days –1 yr)      ☐ child (1-12 years)  
☐ adolescent (12-18 years)      ☐ adult (18-64 years)      ☐ geriatric  
☐ maternal/ neonatal      ☐ none

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

Signature below acknowledges that I have received a copy of my job description and my supervisor has discussed it with me.

\_\_\_\_\_  
Employee Acknowledgment/Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Employee Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date